

ACADEMIC POLICY COUNCIL (APC) MINUTES

MONDAY, SEPTEMBER 21, 2020

3:00 p.m.

Via Zoom: <https://ufl.zoom.us/j/94801935491?pwd=d2tOSjZ2ZG9EMm0vMzZURWx2d002UT09>

Attending: Hans van Oostrom, Richard Scholtz, Jason Byrd, Deborah Mayhew, Youssef Haddad, Angela Lindner, Laurie Bialosky, Eleni Bozia, Angela Bacsik, Emma Towler, Andrew Zimmerman, Elizabeth Wood, Sylvain Doré, and Paul Duncan.

1. Call to Order

- The meeting was called to order at 3:00 p.m. by APC Chair Hans van Oostrom.

2. Introduction of Council Members and Liaisons

- The chair facilitated the introduction of council members and liaisons and thanked all for attending the emergency meetings held during the spring and summer, and possibly this academic year.

3. Approval of August 3, 2020 Minutes

- The minutes were approved.

4. Academic Policy Council Charge/Mission Overview

- The APC charge and mission was shared. The final line in the charge below was updated and approved last year. The change is now reflected in the UF Constitution and Faculty Senate Bylaws after the University Constitution & Regulations Committee (UCRC), Committee on Committees, Faculty Senate Steering Committee, and Faculty Senate approved:

This council's area encompasses educational policy, including the creation, modification, or deletion of academic programs and units; curriculum; academic standing; relationship of academic units to each other; general policies concerning student instruction; and policies defining academic requirements for administrative positions of academic significance.

5. Old Business

a. Faculty Titles – Review of [Compensation Committee Resolution](#)

- This resolution is up for a vote at the October Senate meeting and refers to working (rather than official, HR job) titles. It would replace the title of Lecturer with different levels of (modifiers to) the title of 'Instructional Professor'.

- This resolution does not propose to alter the current requirements or qualifications for the hiring of such Lecturers/Instructional Professors (i.e. if an academic position/job requires a terminal or a specific degree or work experience, etc.).

- A concern was expressed regarding a job applicant's continuity (and possible confusion) between advertising materials with the proposed title and the official, HR job title.

- Working job titles are currently widely-used, without issue, in the Health Science Center (HSC) colleges.

-It was noted that the Professor of Practice does not require a terminal degree and

commonly applies to individuals with high achievements within industry.

- What percentage of Lecturers currently have a terminal degree?

- Council is interested in hearing recommendations on how it can best review and marshal faculty titles.

- The rights of faculty and eligibility to become graduate faculty, as well as consistency of both in all units across campus was discussed. Graduate School Senior Associate Dean, Dr. Paul Duncan, confirmed that appointment to graduate faculty is automatic for tenure-track faculty positions. All others are eligible for appointment as graduate faculty but for that to occur, there is a process, beginning with the faculty member's unit requirements.

- To ensure consistency of faculty voting rights (on unit curriculum matters, etc.) and eligibility (including unit eligibility to serve on dissertation committees, etc.), council agreed it might be most useful and efficient to compare departmental practices and bylaws against the [University Constitution](#) and [Faculty Senate Bylaws](#) and determine what rights exist in both.

- The APC Chair will reach out to Welfare Council (and the Compensation Committee) to continue discussions.

- A motion to reflect that council supports this resolution was unanimously carried.

- Council is interested in obtaining a statement of objection to the resolution from the administration. The Provost mentioned at the September Faculty Senate meeting that he is trying to get a better understanding of what specific issues are needing to be resolved by this resolution and how implementation of such a resolution benefits the university in the short and long term. For example, in higher education, many examples can be found of individuals who are non-tenure-accruing instructors, so it is beneficial to examine now what a working title change actually does.

- Council expressed the need to more closely examine the university's culture and privileges afforded within faculty contracts, regulations, Collective Bargaining Agreement rules, and bylaws, and particularly the rights and privileges which accompany specific job titles.

**b. [2021 Spring Break/University Calendar Update](#)
[Academic Calendar/Homecoming Update](#)**

- Angela Lindner, Associate Provost for Undergraduate Affairs, presented both of the above items, which were approved by Faculty Senate. The change in Homecoming was added by the Faculty Senate Steering Committee as an emergency Action Item to the August Senate agenda. The proposed Spring Break change was approved by Senate earlier this month after being added as a Senate Information Item following an emergency Faculty Senate Steering Committee meeting on September 10th. A Senate vote on Spring Break was expected in October but it was moved forward from an Information to an Action (voting) item by a 2/3 vote at the September Faculty Senate meeting; the motion to approve the proposed Spring Break change was also carried. APC had originally expected to add this item to today's agenda for discussion. Currently, President Fuchs is in conversation with UF Health, the Board of Trustees, and the other State University System (SUS) schools and administrations. Additionally, student and

parent feedback continue to be weighed before UF makes a final decision on Spring Break particulars.

c. **Summary of Spring & Summer 2020 Emergency APC meetings due to COVID-19**

- A summary of some earlier emergency meeting topics was reviewed and it is noted that more may need to be called this academic year to address issues related to COVID-19.

6. New Business

a. **Testing Space on Campus**

- Assistant Provost & Director of Campus Experience, Cheryl Gater, has helped coordinate an effort to increase campus testing space. A Qualtrics link is now available to reserve testing space in Carleton Auditorium.

- Another testing option is for students, particularly those in quarantine, is to use Honorlock in their own room with another individual present.

- University Libraries also has reservable, private testing carousels. All students must be cleared of COVID-19 to appear on this testing list.

- The Provost's Office will continue to monitor how well these options are working, including the timeframe of testing windows (i.e. two hours vs. a broader window of time to allow students time to easily get online and obtain connectivity, and accommodations to increase the availability of testing space, given COVID-19 constraints of six feet of physical distancing.)

b. **Quest 2**

- The Faculty Senate Chair has asked council to review Quest 2 teaching plans, including what is being offered in diversity and inclusion spaces and if it is being adequately promoted. Council recommends Dr. Andy Wolpert, Director of UF Quest, provide council with an overview and an accounting status, which has been underway and would assist in answering exactly such inquiries. One of the Senate joint committees, the General Education Committee ([GEC](#)) has a standing sub-committee on diversity. This task force on general education and diversity will be a year-long effort.

c. **Course/Teacher Evaluations**

- The Faculty Senate Chair has asked council to review if there are other ways to evaluate teaching. The APC Chair will share with council the extensive evaluation criteria his unit is drafting.

- A faculty research group is examining bias in survey questions, including term usage to remove any gender, racial, non-native-speaking, etc. survey bias. The group includes Professors of Psychology, Kate Ratliff and Bonnie Moradi; Faculty Senator & Lecturer in the Warrington College of Business Management Department, Amanda Phalin; Learning & Organizational Specialist in the Faculty Development & Teaching Excellence Center, John Jordi; Professor in Research and Evaluation Methodology, David Miller; and Chief Diversity Officer Antonio Farias. Dr. Hass Chris will invite Dr. Ratliff to visit council this academic year to discuss this initiative.

- Terms of faculty evaluations are spelled out explicitly in the Collective Bargaining Agreement (CBA), so it is necessary to be aware of such parameters.
- Evaluation consistency can vary between units.
- Midterm evaluations – Presently, no mid-semester evaluations are required; they are done via faculty election. This feedback is provided only to professors. Department feedback has varied greatly, with some preferring to prevent their faculty from using this mid-semester evaluations while others wish to mandate them. Council can help determine the best pathway to such a mandate in consideration of evidence-based and shared governance practices. Unit bylaws would need to reflect such a mandate.
- Associate Provost Hass shared questions for the midterm evaluations:
<https://gatorevals.aa.ufl.edu/instructors/midterm-evaluations/>.
- Avoiding student survey burnout was also discussed.
- Currently a student can save evaluation answers but not submit a survey, so a question was raised about the possible usefulness for faculty to receive that data to increase feedback. Currently, if a survey participant does not select 'submit', information is not used as part of the promotion and tenure process but is it beneficial for faculty to obtain feedback. The current evaluation system provides a system alert to the survey-taker if there is an unsubmitted survey. The logistics, ethics, and anonymity of survey participants were discussed. Council agreed to err on the side of the survey participant's decision not to submit the information and therefore not utilize or access such additional feedback.

d. Suggestions for 2020-21 APC Agenda Items

- Members are encouraged to please bring forward any topics of concern in addition to the above suggested agenda topics for this academic year.

7. Adjournment

- The meeting adjourned at 4:28 p.m.